

Aggregated quantitative disclosures on Nordea's remuneration 2021

QUANTITATIVE AGGREGATED REMUNERATION FIGURES ARE DISCLOSED
ACCORDING TO CRR REGULATION (EU) no 575/2013 OF THE EUROPEAN
PARLIAMENT AND OF THE COUNCIL of 26 June 2013

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For additional Quantitative and Qualitative disclosures, please refer to:

Annual Report 2021, Board of Directors Report, pages 83 to 87

Annual Report 2021, Note G8 on Staff Costs, pages 169 to 177

Remuneration Policy for governing bodies on nordea.com

<https://www.nordea.com/Images/35-367618/Nordea%20-%20Remuneration%20Policy%20for%20Governing%20Bodies%20-%20AGM%202020.pdf>

Corporate governance/Remuneration on nordea.com

<https://www.nordea.com/en/about-nordea/corporate-governance/remuneration/>

NORDEA GROUP QUANTITATIVE DISCLOSURES

Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function ¹⁾	MB Management function ²⁾	Other senior management ³⁾	Other identified staff ⁴⁾
1	Fixed remuneration	Number of identified staff	16	2	11	481
2		Total fixed remuneration	1 852 575	2 499 830	8 432 331	113 932 937
3		Of which: cash-based	1 852 575	2 499 830	8 432 331	113 932 937
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	0	0	0	0
5		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7		Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9	Variable remuneration	Number of identified staff	0	2	11	273
10		Total variable remuneration ⁵⁾	0	1 163 646	4 118 639	45 560 141
11		Of which: cash-based	0	581 823	2 059 320	23 061 173
12		Of which: deferred	0	349 094	1 235 592	9 779 732
EU-13a		Of which: shares or equivalent ownership interests	0	581 823	2 059 320	18 071 291
EU-14a		Of which: deferred	0	349 094	1 235 592	14 270 470
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	4 427 677
EU-14b		Of which: deferred	0	0	0	4 218 188
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (2 + 10)		1 852 575	3 663 476	12 550 971	159 493 078

¹⁾ Includes the Board of Directors at Nordea Bank Abp

²⁾ Includes the CEO and the deputy Managing Director

³⁾ Includes Group Leadership Team (GLT) and Chief Audit Executive for the period appointed to such positions. CEO and deputy Managing Director are excluded. All amounts excluding social security contributions

⁴⁾ Includes employees whose professional activities could impact the risk profile of the Nordea Group, not identified staff locally identified in subsidiaries of the Nordea Group

⁵⁾ Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

	a	b	c	d
	MB Supervisory function	MB Management function	Other senior management	Other identified staff
Guaranteed variable remuneration awards				
1 Guaranteed variable remuneration awards - Number of identified staff	0	0	0	3,4
2 Guaranteed variable remuneration awards -Total amount	0	0	0	97 338
3 Of which guaranteed variable remuneration awards paid during the financial year, that are not taken	0	0	0	68 920
Severance payments awarded in previous periods, that have been paid out during the financial year				
4 Severance payments awarded in previous periods, that have been paid out during the financial year -	0	0	0	1,5
5 Severance payments awarded in previous periods, that have been paid out during the financial year - Total	0	0	0	1 321 145
Severance payments awarded during the financial year				
6 Severance payments awarded during the financial year - Number of identified staff	0	0	0	5,1
7 Severance payments awarded during the financial year - Total amount	0	0	0	1 985 484
8 Of which paid during the financial year	0	0	0	409 859
9 Of which deferred	0	0	0	0
10 Of which severance payments paid during the financial year, that are not taken into account in the	0	0	0	0
11 Of which highest payment that has been awarded to a single person	0	0	0	235 107

Template EU REM3 - Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods ¹⁾	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments) ²⁾	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
3	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
4	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	2 498 989	402 685	1 992 406	0	0	103 898	239 273	163 412
8	Cash-based	1 254 201	182 624	1 071 577	0	0	0	182 624	0
9	Shares or equivalent ownership interests	912 568	194 167	718 402	0	0	0	30 755	163 412
10	Share-linked instruments or equivalent non-cash instruments	332 220	25 894	202 427	0	0	103 898	25 894	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	9 113 027	1 688 542	6 754 918	0	0	669 567	1 374 932	313 610
14	Cash-based	1 577 642	505 193	1 072 448	0	0	0	505 193	0
15	Shares or equivalent ownership interests	3 140 536	683 755	2 456 781	0	0	0	370 146	313 610
16	Share-linked instruments or equivalent non-cash instruments	4 394 849	499 593	3 225 689	0	0	669 567	499 593	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	86 426 063	36 388 576	44 187 217	-192 236	-493 529	6 536 035	30 176 591	6 211 985
20	Cash-based	29 516 906	16 419 364	13 332 943	-49 191	-186 210	0	16 419 364	0
21	Shares or equivalent ownership interests	27 747 107	10 175 850	17 829 031	-19 889	-237 885	0	3 963 865	6 211 985
22	Share-linked instruments or equivalent non-cash instruments	29 162 051	9 793 362	13 025 243	-123 156	-69 433	6 536 035	9 793 362	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	Total amount	98 038 080	38 479 803	52 934 541	-192 236	-493 529	7 309 501	31 790 796	6 689 006

¹⁾ Includes 2013-2020 deferrals and shares deferred under LTIP 2012

²⁾ Includes indexation of 2014-2021 deferral schemes and shares deferred under LTIP 2012.

Template EU REM4 - Remuneration of 1 million EUR or more per year¹⁾

		a
	EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	14
2	1 500 000 to below 2 000 000	3
3	2 000 000 to below 2 500 000	1
4	2 500 000 to below 3 000 000	1
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	2
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0

¹⁾ Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

	a	b	c	d	e	f	g	h	i	j
	Management body remuneration			Business areas						
	MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1 Total number of identified staff										509
2 Of which: members of the MB	16	2	18							
3 Of which: other senior management				1	2	1	4	3	0	
4 Of which: other identified staff				127	151	15	163	26	0	
5 Total remuneration of identified staff	1 852 575	3 663 476	5 516 051	57 038 663	45 193 518	18 680 070	39 411 026	11 720 772	0	
6 Of which: variable remuneration	0	1 163 646	1 163 646	19 955 175	11 963 250	7 895 115	7 276 764	2 588 477	0	
7 Of which: fixed remuneration	1 852 575	2 499 830	4 352 405	37 083 488	33 230 268	10 784 955	32 134 262	9 132 295	0	

NORDEA MORTGAGE BANK QUANTITATIVE DISCLOSURES

Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function ¹⁾	MB Management function ²⁾	Other senior management ³⁾	Other identified staff ⁴⁾
1	Fixed remuneration	Number of identified staff	8	2	5	0
2		Total fixed remuneration	76 000	*	660 782	0
3		Of which: cash-based	76 000	*	660 782	0
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	0	0	0	0
5		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7		Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9	Variable remuneration	Number of identified staff	0	0	4	0
10		Total variable remuneration ⁵⁾	0	*	88 286	0
11		Of which: cash-based	0	*	48 326	0
12		Of which: deferred	0	*	15 984	0
EU-13a		Of which: shares or equivalent ownership interests	0	*	39 960	0
EU-14a		Of which: deferred	0	*	15 984	0
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-14b		Of which: deferred	0	0	0	0
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (2 + 10)		76 000	*	749 069	0

A * in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included in the "Other senior management" column.

¹⁾ Includes the Board of Directors at Nordea Mortgage Bank Ltd.

²⁾ Includes the CEO and the deputy Managing Director

³⁾ Includes Executive management. CEO and deputy Managing Director are excluded from the number of identified staff. All amounts excluding social security contributions

⁴⁾ Other identified staff includes employees whose professional activities could impact the risk profile of the Nordea Mortgage Bank Ltd.

⁵⁾ Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
2	Guaranteed variable remuneration awards -Total amount	0	0	0	0
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	0
7	Severance payments awarded during the financial year - Total amount	0	0	0	0
8	Of which paid during the financial year	0	0	0	0
9	Of which deferred	0	0	0	0
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
11	Of which highest payment that has been awarded to a single person	0	0	0	0

A * in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included in the "Other senior management" column.

Template EU REM3 - Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods ¹⁾	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments) ²⁾	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
3	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
4	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	0	0	0	0	0	0	0	0
8	Cash-based	0	0	0	0	0	0	0	0
9	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
10	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	18 961	3 292	12 545	0	0	3 125	3 292	0
14	Cash-based	6 324	1 792	4 531	0	0	0	1 792	0
15	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
16	Share-linked instruments or equivalent non-cash instruments	12 637	1 500	8 013	0	0	3 125	1 500	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	0	0	0	0	0	0	0	0
20	Cash-based	0	0	0	0	0	0	0	0
21	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
22	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	Total amount	18 961	3 292	12 545	0	0	3 125	3 292	0

A * in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included on the "Other identified staff" row.

¹⁾ Includes 2013-2020 deferrals

²⁾ Includes indexation of 2014-2021 deferral schemes

Template EU REM4 - Remuneration of 1 million EUR or more per year¹⁾

		a
	EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	0
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0
x	To be extended as appropriate, if further payment bands are needed.	

¹⁾ Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										14
2	Of which: members of the MB	8	2	10							
3	Of which: other senior management				0	0	0	3	2	0	
4	Of which: other identified staff				0	0	0	0	0	0	
5	Total remuneration of identified staff	76 000	*	*	0	0	0	*	*	*	0
6	Of which: variable remuneration	0	*	*	0	0	0	*	*	*	0
7	Of which: fixed remuneration	76 000	*	*	0	0	0	*	*	*	0

A * in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons, or by disclosing the figures, the compensation figures for a group with less than four individuals could be derived

NORDEA HYPOTEK QUANTITATIVE DISCLOSURES

Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function ¹⁾	MB Management function ²⁾	Other senior management ³⁾	Other identified staff ⁴⁾
1	Fixed remuneration	Number of identified staff	8	1	7	0
2		Total fixed remuneration	274 313	*	9 146 546	0
3		Of which: cash-based	274 313	*	9 146 546	0
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	0	0	0	0
5		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7		Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9	Variable remuneration	Number of identified staff	0	1	6	0
10		Total variable remuneration ⁵⁾	0	*	1 180 550	0
11		Of which: cash-based	0	*	681 038	0
12		Of which: deferred	0	*	299 708	0
EU-13a		Of which: shares or equivalent ownership interests	0	*	499 513	0
EU-14a		Of which: deferred	0	*	299 708	0
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-14b		Of which: deferred	0	0	0	0
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (2 + 10)		274 313	*	10 327 096	0

A * in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included in the "Other senior management" column.

¹⁾ Includes the Board of Directors at Nordea Hypotek AB

²⁾ Includes the CEO

³⁾ Includes Executive Management. CEO is excluded from the number of identified staff. All amounts excluding social security contributions

⁴⁾ Other identified staff includes employees whose professional activities could impact the risk profile of Nordea Hypotek AB

⁵⁾ Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
2	Guaranteed variable remuneration awards -Total amount	0	0	0	0
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	0
7	Severance payments awarded during the financial year - Total amount	0	0	0	0
8	Of which paid during the financial year	0	0	0	0
9	Of which deferred	0	0	0	0
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
11	Of which highest payment that has been awarded to a single person	0	0	0	0

Template EU REM3 - Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods ¹⁾	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to explicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments) ²⁾	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
3	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
4	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	*	*	*	0	0	0	*	*
8	Cash-based	*	*	*	0	0	0	*	0
9	Shares or equivalent ownership interests	*	*	*	0	0	0	*	*
10	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	0	0	0	0	0	0	0	0
14	Cash-based	0	0	0	0	0	0	0	0
15	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
16	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	0	0	0	0	0	0	0	0
20	Cash-based	0	0	0	0	0	0	0	0
21	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
22	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	Total amount	*	*	*	0	0	0	*	*

A * in the tables indicates that the group includes less than four individuals, and compensation is therefore not disclosed due to confidentiality reasons. The compensation is instead included on the "Other identified staff" row.

¹⁾ Includes 2013-2020 deferrals

²⁾ Includes indexation of 2014-2021 deferral schemes

Template EU REM4 - Remuneration of 1 million EUR or more per year¹⁾

		a
	EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	0
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0
x	To be extended as appropriate, if further payment bands are needed.	

¹⁾ Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										15
2	Of which: members of the MB	8	1	9							
3	Of which: other senior management				0	0	0	5	2	0	
4	Of which: other identified staff				0	0	0	0	0	0	
5	Total remuneration of identified staff	274 313	*	*	0	0	0	5 699 172	*	0	
6	Of which: variable remuneration	0	*	*	0	0	0	151 720	*	0	
7	Of which: fixed remuneration	274 313	*	*	0	0	0	5 547 452	*	0	

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NORDEA EIENDOMSKREDITT QUANTITATIVE DISCLOSURES

Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function ¹⁾	MB Management function ²⁾	Other senior management ³⁾	Other identified staff ⁴⁾
1	Fixed remuneration	Number of identified staff	6	1	4	1
2		Total fixed remuneration	1 579 048	*	7 487 988	0
3		Of which: cash-based	1 579 048	*	7 487 988	0
4		(Not applicable in the EU)				
EU-4a		Of which: shares or equivalent ownership interests	0	0	0	0
5		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-5x		Of which: other instruments	0	0	0	0
6		(Not applicable in the EU)	0	0	0	0
7		Of which: other forms	0	0	0	0
8		(Not applicable in the EU)	0	0	0	0
9	Variable remuneration	Number of identified staff	0	1	4	0
10		Total variable remuneration ⁵⁾	28 478	*	681 671	0
11		Of which: cash-based	0	*	255 853	0
12		Of which: deferred	0	0	0	0
EU-13a		Of which: shares or equivalent ownership interests	0	*	425 818	0
EU-14a		Of which: deferred	0	*	283 879	0
EU-13b		Of which: share-linked instruments or equivalent non-cash instruments	0	0	0	0
EU-14b		Of which: deferred	0	0	0	0
EU-14x		Of which: other instruments	0	0	0	0
EU-14y		Of which: deferred	0	0	0	0
15		Of which: other forms	0	0	0	0
16		Of which: deferred	0	0	0	0
17	Total remuneration (2 + 10)		1 607 526	*	8 169 660	0

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¹⁾ Includes the Board of Directors at Nordea Eiendomskreditt A/S

²⁾ Includes the CEO

³⁾ Includes Executive Management. CEO is excluded from the number of identified staff. All amounts excluding social security contributions

⁴⁾ Other identified staff includes employees whose professional activities could impact the risk profile of the Nordea Eiendomskreditt A/S

⁵⁾ Includes awards from 2021 variable remuneration programmes and 2021 profit sharing, if eligible

Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d
		MB Supervisory function	MB Management function	Other senior management	Other identified staff
	Guaranteed variable remuneration awards				
1	Guaranteed variable remuneration awards - Number of identified staff	0	0	0	0
2	Guaranteed variable remuneration awards -Total amount	0	0	0	0
3	Of which guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
	Severance payments awarded in previous periods, that have been paid out during the financial year				
4	Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified staff	0	0	0	0
5	Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	0	0	0	0
	Severance payments awarded during the financial year				
6	Severance payments awarded during the financial year - Number of identified staff	0	0	0	0
7	Severance payments awarded during the financial year - Total amount	0	0	0	0
8	Of which paid during the financial year	0	0	0	0
9	Of which deferred	0	0	0	0
10	Of which severance payments paid during the financial year, that are not taken into account in the bonus cap	0	0	0	0
11	Of which highest payment that has been awarded to a single person	0	0	0	0

Template EU REM3 - Deferred remuneration

		a	b	c	d	e	f	EU - g	EU - h
	Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods ¹⁾	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e.changes of value of deferred remuneration due to the changes of prices of instruments) ²⁾	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total of amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1	MB Supervisory function	0	0	0	0	0	0	0	0
2	Cash-based	0	0	0	0	0	0	0	0
3	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
4	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
5	Other instruments	0	0	0	0	0	0	0	0
6	Other forms	0	0	0	0	0	0	0	0
7	MB Management function	*	*	*	0	0	0	*	*
8	Cash-based	*	*	0	0	0	0	*	0
9	Shares or equivalent ownership interests	*	*	*	0	0	0	*	*
10	Share-linked instruments or equivalent non-cash instruments	*	*	*	0	0	*	*	0
11	Other instruments	0	0	0	0	0	0	0	0
12	Other forms	0	0	0	0	0	0	0	0
13	Other senior management	13 666	2 675	10 991	0	0	0	19 858	19 597
14	Cash-based	2 675	2 675	0	0	0	0	2 675	0
15	Shares or equivalent ownership interests	10 991	0	10 991	0	0	0	17 183	19 597
16	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
17	Other instruments	0	0	0	0	0	0	0	0
18	Other forms	0	0	0	0	0	0	0	0
19	Other identified staff	0	0	0	0	0	0	0	0
20	Cash-based	0	0	0	0	0	0	0	0
21	Shares or equivalent ownership interests	0	0	0	0	0	0	0	0
22	Share-linked instruments or equivalent non-cash instruments	0	0	0	0	0	0	0	0
23	Other instruments	0	0	0	0	0	0	0	0
24	Other forms	0	0	0	0	0	0	0	0
25	Total amount	*	*	*	0	0	0	*	*

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¹⁾ Includes 2013-2020 deferrals

²⁾ Includes indexation of 2014-2021 deferral schemes

Template EU REM4 - Remuneration of 1 million EUR or more per year¹⁾

		a
	EUR	Identified staff that are high earners as set out in Article 450(i) CRR
1	1 000 000 to below 1 500 000	0
2	1 500 000 to below 2 000 000	0
3	2 000 000 to below 2 500 000	0
4	2 500 000 to below 3 000 000	0
5	3 000 000 to below 3 500 000	0
6	3 500 000 to below 4 000 000	0
7	4 000 000 to below 4 500 000	0
8	4 500 000 to below 5 000 000	0
9	5 000 000 to below 6 000 000	0
10	6 000 000 to below 7 000 000	0
11	7 000 000 to below 8 000 000	0
x	To be extended as appropriate, if further payment bands are needed.	

¹⁾ Total remuneration includes fixed salary, accrued variable remuneration, benefits, pension for the year.

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	Total number of identified staff										12
2	Of which: members of the MB	6	1	7							
3	Of which: other senior management				0	0	0	3	1	0	
4	Of which: other identified staff				0	0	0	0	1	0	
5	Total remuneration of identified staff	1 607 526	*	*	0	0	0	*	*	*	0
6	Of which: variable remuneration	28 478	*	*	0	0	0	*	*	*	0
7	Of which: fixed remuneration	1 579 048	*	*	0	0	0	*	*	*	0

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